

**Assessments; Estimates; Goals and Priorities; Strategies; and Progress Reports -
State's Strategies and Use of Title I Funds of Innovation and Expansion Activities**

Strategies to Achieve the Goals and Priorities of the Division

The State Plan Attachment 4.11(c) identifies goals established by the Board of Vocational Rehabilitation and the Division of Rehabilitation Services. These goals are related to assisting individuals with disabilities to obtain good jobs, economic self-sufficiency, personal independence, and full inclusion into the community. The strategies listed below are key steps in accomplishing these goals.

- Strategy 1.1: Develop and implement strategies to identify higher paying positions for individuals with disabilities;
- Strategy 1.2: Identify barriers which people with disabilities experience in gaining or maintaining employment and then develop and implement methods or strategies to address, challenge or change these barriers (i.e., attitudes, physical barriers);
- Strategy 1.3: Increase average earnings over the next three years to increase 5% annually above performance indicator 1.5;
- Strategy 1.4: Evaluate contracts and/or services for improvement, which provide short-term and long-term vocational supports for consumers with disabilities who have co-occurring diseases/disabilities;
- Strategy 1.5: Develop and implement strategies to improve consumer's retention of employment status;
- Strategy 1.6: Develop and implement strategies to increase the earnings and employment rate of consumers who are SSA recipients;

- Strategy 2.1: Create partnerships with business community;
- Strategy 2.2: Support employer activities of hiring individuals with disabilities (i.e., promote diversity training with employers);
- Strategy 2.3: Implement and/or improve strategies to provide vocational rehabilitation services to Native Americans and others with minority backgrounds with disabilities;
- Strategy 2.4: Implement and/or improve strategies to coordinate vocational rehabilitation services for VR consumers who are attending post secondary programs;
- Strategy 2.5: Implement and/or improve strategies to coordinate vocational rehabilitation services with the Special Education system;

- Strategy 2.6: Identify and strengthen working relationships with entities, agencies, and organizations to enhance the delivery of vocational rehabilitation services;
- Strategy 2.7: Identify, utilize or refer individuals with disabilities to alternative funding resources;
- Strategy 2.8: Update contacts and improve working relationship with the Small Business Administration to improve the coordination of services for individuals seeking self-employment.
- Strategy 2.9: Expand the use of private providers to serve consumers in rural communities
- Strategy 3.1: Review and implement strategies to provide information to applicants or consumers determined eligible for vocational rehabilitation services regarding their rights and responsibilities;
- Strategy 3.2: Identify and implement strategies to promote successful employment outcomes for consumers who choose self-employment as their employment goal;
- Strategy 3.3: Promote and strengthen efforts to encourage the representation and participation of consumers in leadership activities (i.e., attend Boys/Girls State, Youth Leadership Forum, serve on councils/boards/committees);
- Strategy 3.4: Increase and strengthen transition services for students with disabilities who are exploring their employment future;
- Strategy 3.5: Identify and implement strategies to educate individuals who are SSA recipients that they can work and the benefits of employment;
- Strategy 4.1: Develop and disseminate materials and information to public;
- Strategy 4.2: Identify outlets or training avenues to provide and/or disseminate information about vocational rehabilitation services;
- Strategy 4.3: Develop techniques to directly market individuals with disabilities to employers (i.e., ERN);
- Strategy 4.4: Identify, promote and work in partnership with other entities to conduct/sponsor trainings (i.e., diversity training, debunking myths/stereotypes/perceptions of people with disabilities).

- Strategy 5.1: Monitor and evaluate the implementation of Order of Selection and share this information with the Board of Vocational Rehabilitation;
- Strategy 5.2: Evaluate the agency's past and current performance in meeting the established Standards and Performance Indicators;
- Strategy 5.3: Evaluate and monitor caseload sizes to ensure counselors are accessible and available to consumers;
- Strategy 5.4: Assess and identify vocational rehabilitation staff training needs;
- Strategy 5.5: Obtain, evaluate and utilize recommendations or public comment to improve the delivery of vocational rehabilitation services (i.e., Board of Vocational Rehabilitation, Statewide Independent Living Council, Freedom to Work Leadership Council, general public);
- Strategy 5.6: Review, monitor and improve the Division's processes and policies to improve efficiencies in the delivery of services to consumers;
- Strategy 5.7: Evaluate other needs assessments, surveys to identify areas of need in regard to delivery of Vocational Rehabilitation Services;
- Strategy 5.8: Identify, evaluate and address any safety, health and welfare issues of vocational rehabilitation counselors and consumers;
- Strategy 5.9: Promote and utilize advanced training to increase counselors awareness and understanding of different disabilities and related functional limitations;
- Strategy 5.10: Promote and utilize performance based contracts;
- Strategy 5.11: Continue to evaluate cases of consumers which have less than minimum wage, and work less than 10 hours per week;
- Strategy 5.12: Continue to monitor satisfaction of services of eligible consumers;
- Strategy 5.13: Monitor job stability of consumers that have had their cases closed successfully;
- Strategy 5.14: Continue to monitor caseload distribution between offices and within offices.